

## EEO PUBLIC FILE REPORT

### Cox Media Group – Atlanta Radio December 1, 2014 to November 30, 2015 Long Term Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Internship Program	Internship program to assist members of the community to acquire skills needed for broadcast employment. 4 session held each year, 1 each in Winter, Spring, Summer and Fall.	Committee representing news and programming, promotions, engineering and sales operations to establish criteria for interns within the Cox Media Group-Atlanta Radio. The committee developed internship applications and a brochure which are provided to students who inquire about internships. The packets have also been distributed to all hiring managers in the Cox Media Group – Atlanta Radio and to the job placement coordinators at colleges, Universities, trade and technical school in Georgia.	Kara Wilson / Condace Pressley
2	Ongoing	Training Programs	Training programs for Leadership and Diversity of managers	Managers attend 1 day and 2 day Leadership and Diversity training programs to further develop management skills	Various managers selected each training program
3	Ongoing	Sales Training Programs	In house and online training for Sales staff	Sales employees attend training programs to further develop sales skills. Sessions held through the year on several different areas of training both on-line and in classroom environment.	Various sales employees selected each training program
4	Ongoing	Training Program	Wide Orbit	Training to ensure employees are using Wide Orbit, the company advertising, billing & Accounts Receivable software properly.	All employee using software product
5	Ongoing	Sales Training	Internal Sales Cluster Training	Semi-Monthly training for sales staff on topics to help further develop sales skills.	Various sales employees selected each training program
6	Ongoing,	Training Program	MS Office on-line training	Train employees on use of MS Office products to use in daily work activities.	Provided through CMG University
7	Ongoing	Training Program	On-line training program	24 x 7 on-line learning resources for skills improvement, professional development, performance support to develop professional skills and take targeted learning	Provided through CMG University
8	Ongoing	Training Program	Leadership Fundamentals/ Path to Leadership Programs	Career development program for employees to develop leadership or managerial opportunities.	Various staff throughout the year
9	Ongoing	Cox Media Group Front Line Leaders Training Program	New Manager Training	Covers HR areas for new managers/supervisors	Various staff throughout the year
10	Ongoing	Edge Mentoring Program	Cox Mentoring Program sponsored by CEI	Cox Mentor / Mentee Program for employees from our location and other cluster locations designed to help develop future in management positions with company.	Various managers and selected staff participate

11	Ongoing	Training Program	CMG Sponsored Diversity & Inclusion Training	Training to help employees understand importance of diversity initiatives & organizations commitment to fairness and respect.	All staff participate
12	4/24/15	Job Fair – Congressman David Scott	Co-Sponsored Broadcaster job fair about careers in broadcast field	Represented in booth at job fair for Cox Radio Group – Atlanta Radio	Charles Youngs, Elizabeth Choi, Cathy Bates
13	2/27/14	IRTS Career Day	Sponsored Career Day at International Radio & TV Society Foundation (IRTS)	Facilitated career day representing Cox Media Group – Atlanta Radio	Tony, Kidd, Brandon Kuni, Anna Patterson, Veronica Waters
14	9/29/15	NAB Foundation Career Fair	Career Fair supporting National Association of Broadcasters Education Foundation	Facilitated career day representing Cox Media Group – Atlanta Radio	Zac Morgan, Terrance Lockett
15	8/5-8/9/2015	NABJ Conference and Career Fair	Career Fair supporting NABJ	National Assoc. of Black Journalists Conference	Condace Pressley, Veronica Waters
16	11/20/15	Career Fair- ADPR Connection at UGA/Grady College	Career fair to promote careers in radio at Grady College/ UGA	Represented in booth at career fair for Cox Radio Group – Atlanta Radio promoting careers in Advertising & Public Relations	Neil Williamson
17	10/14/15	A Day in the Life	Students attend station to learn about radio industry	Students from local Georgia colleges attend day long program to inform them of radio broadcast industry	Condace Pressley, Heidi Mason, Justin Tysinger, Beth Bowers, Anna Patterson
18	11/10-11/12/15	Digital Talent Program	Networking Session for Millennials	Networking sessions to target Millennial talent in the various areas of Radio including Digital, Social Media, Sales, Reporting	Zac Morgan